

DUTA/DUSD Negotiations Summary
November 20, 2015

Budget Update:

Negotiation Articles Remaining for Discussion: (Agreement not yet reached)

Article 17 – Salaries

- DUTA proposes a salary compensation increase for 2015-16 of 5%. *(A 5% salary compensation increase would be adequate to restore the “% of Total Outgo for Bargaining Unit Salaries” to 45%. Data shows a decline since 2011-12 from 45.71% to 42.39% projected for 2015-16.)*
- DUTA would further propose a salary increase of 2% in 2016-17, and another 2% increase in 2017-18. *(This would put in place a plan for the district to increase certificated compensation to better align with the county average, a goal stated by the District during negotiations discussions. DUSD is currently 9.39% below the county average at BA+ 30 Step 1 of the Certificated Salary Schedule, and 15.62% below at BA+60 Step 10))*
- The District presented a “Fair Share” concept calculation. If this model were used, it would amount to 2.44% compensation increase for 2015-16. The calculation allows for a share of net available unrestricted resources (after step and column, PERS and STRS increases, and less LCFF supplemental) Shares in the calculation were proposed as DUTA 56.06%, CSEA 17.54%, Mgmt/Adm 8.10%, and CCM 1.55%. “Everything Else” would be 16.75%

Article 16: Employee Benefits

a. Change language providing insurance to employees who have exhausted paid leave (item 16.1, p. 32)

“Unit members who are absent on account of illness and who have exhausted their accumulated paid leave shall continue to receive full insurance coverage to be paid by the Board for that period of illness not to exceed twelve (12) months following exhaustion of said leave.

The District would like to reduce the duration of paid insurance coverage to six (6) months.

After doing some research into the Standard Disability Benefit provided to DUTA members, DUTA is not willing to reduce the term of paid insurance by the district to (6) months. Disability Benefit is 66.66% of “deductible work” income. Deductible work income is annual or personal leave pay, or substitute differential pay, paid to an employee by an employer. The waiting period for the 66.66% benefit coverage is 90 days or expiration of fully paid sick leave. The Maximum Benefit Period (MBP) is 12 months. A member who becomes catastrophically ill and unable to work for an extended period of time could be financially devastated if fully paid health coverage by the district ceased at 6 months.

b. 50/50 split language:

District offered a 0.5% increase to salary schedule to eliminate 50/50 split language.

DUTA would like to settle salary compensation before discussing 50/50 split language. DUTA also feels benefit compensation should match county average along with salary.